

2015 Bargaining Reminders

To: All Parties Who Bargain Pursuant to Indiana Code Art. [20-29](#)

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The **2015 Bargaining Season** is almost here. The past legislative session brought several changes to collective bargaining. Please see attached memo for more details. A few reminders:

- Formal bargaining (when parties may begin ratifying CBAs) starts **August 1**.
- Parties may now mutually request that IEERB appoint a mediator during formal bargaining pursuant to IEERB's Pre-Impasse Mediation Policy. The policy and request forms are available online.
- Performance stipends (and any base increases based on the stipends) pursuant to [IC § 20-43-10-3](#) and supplemental pay for certain master's degrees pursuant to [IC § 20-28-9-1.5\(a\)](#) are no longer bargained. These payments must be discussed.
- **Bargaining Status Form: Pre-Impasse** must be completed by both parties in Gateway by **October 2**. All bargaining parties must complete this form, even if not bargaining. IEERB is currently collecting contact information to provide exclusive representatives with Gateway logins (parties without Gateway logins should contact Stacey at shughes@ieerb.in.gov).
- **All CBAs (including reopeners and joint statements) must be signed, ratified by both parties**, and uploaded by the school employer on Gateway by **October 2 (October 9 if a TA is acknowledged on a timely-submitted Bargaining Status Form: Pre-Impasse)** to avoid impasse. All school employers must submit CBAs, even if not bargaining this season. Parties submitting reopeners or joint statements should attach the reopener/statement at the beginning of their current CBA and upload the entire document as one PDF. Exclusive representatives also may email the CBA to ratifiedcontract@ieerb.in.gov.
- IEERB is now in charge of CBA compliance. The Compliance Report and Recommendation will be provided to the parties by March 30 of the year the CBA expires.
- The [2014-2015 Collective Bargaining Report](#) is now open. The Report must be completed by the school employer in Gateway by December 1.
- The following guidance/information is available at the following links:
 - [Memorandum on 2015 Collective Bargaining Law Changes](#)
 - [Updated Practitioner's Guide to Bargaining & Impasse](#)
 - [2015 LBO Requirements](#)
 - [Handbook on CBA Compliance, including annotated rubric](#)
 - [Pre-Impasse Mediation Policy](#)
- More information, including the laws and rules, can be found at www.in.gov/ieerb.